

**SEARCH COMMITTEE MEETING MINUTES  
BOARD OF GAME AND INLAND FISHERIES  
4000 WEST BROAD STREET  
RICHMOND, VIRGINIA**

**JUNE 23, 2005, 8:00 A.M.**

**PRESENT:** John W. Montgomery, Jr., Charles Yates, Jimmy Hazel, Will McNeely, Sherry Crumley

Chairman Montgomery called the meeting to order at 8:20 a.m. He reported that the Search Committee met on June 7 and requested a draft job announcement and an appropriate list of professional organizations and constituent groups with which to work to recruit a new director. That information was provided to Board members.

Colonel Massengill was asked and responded that he is willing to serve as the agency's interim director for whatever time is needed to complete the task.

Mr. Montgomery noted that the Search Committee continues to work with Carol Rauschberg in the Virginia Department of Human Resources Management to develop its plans for moving forward to announce the director's position vacancy.

He shared information on desirable traits for a new director: (1) vision of fish and wildlife management, (2) a vision for DGIF, (3) executive management experience and experience within the fish and wildlife management profession, (4) acceptability/compatibility with the staff and the Board, and (5) overall experience. He felt that these traits may also be used as a scoring tool while evaluating candidates for the position.

Mr. Montgomery suggested that candidates for the vacancy might be requested to submit an essay to the selection committee on their vision for wildlife and fisheries management. Once resumes and essay are received, to insure that the candidates fit the criteria for the job, he suggested that the committee score each applicant package without knowing the writer's identification.

The Committee also feels that a listening tour will benefit the Search Committee in the selection process. The Committee feels that it will benefit from hearing from staff and constituent groups. Mr. Montgomery also requested Colonel Massengill to recommend to the Committee traits desired for the new director.

The Search Committee's next meeting will be scheduled immediately prior to the July 28, 2005 Board meeting. At that time, it will identify a deadline for announcing the vacancy and receiving applications. It is suggested that the vacancy announcement not exceed a four to six week period. The vacancy may also be announced at that meeting.

Ms. Crumley suggested that the Committee consider input into the process via the agency's website.

As there was no further business, the meeting was adjourned by the Chairman at 8:35 a.m.

Respectfully submitted,

Belle Harding  
Recording Secretary